

UNITED STATES COURT OF APPEALS
FOR THE FOURTH CIRCUIT

NATIONAL LABOR RELATIONS BOARD	:	
	:	
Petitioner	:	No.
v.	:	
	:	
UNITED SECURITY & POLICE	:	Board Case No.:
OFFICERS OF AMERICA	:	05-CB-172609
	:	
Respondent	:	

JUDGMENT

THIS CAUSE was submitted upon the application of the National Labor Relations Board for the enforcement of a certain order on consent issued by it against Respondent, United Security & Police Officers of America, its officers, agents, successors, and assigns, on December 22, 2016, in Board Case No. 05-CB-172609; and upon the record in that proceeding, certified and filed in this Court enforcing the order.

ON CONSIDERATION WHEREOF, it is ordered and adjudged by the United States Court of Appeals for the Fourth Circuit that the order of the National Labor Relations Board be, and the same is hereby enforced; and that the Respondent, United Security & Police Officers of America, its officers, agents, successors, and assigns, abide by and perform the directions of the Board set forth in its order. (See Attached Order and Appendix)

Mandate shall issue forthwith

NATIONAL LABOR RELATIONS BOARD

v.

UNITED SECURITY & POLICE OFFICERS OF AMERICA

ORDER

United Security & Police Officers of America, Washington, D.C., and Oxon Hill, Maryland, its officers, agents, and representatives, shall

1. Cease and desist from

- (a) Failing and refusing to provide nonmember objectors with expenditure information of the Respondent that has been sufficiently verified by an independent auditor.
- (b) In any like or related manner restraining or coercing employees of North American Security, Inc. in the exercise of the rights guaranteed in Section 7 of the National Labor Relations Act.

2. Take the following affirmative action.

- (a) For the accounting period for calendar year 2014, provide Ayodele Awowale and other similarly-situated nonmember objectors with information concerning expenditures by the Respondent that has been sufficiently verified by an independent auditor. If Ayodele Awowale and other similarly-situated nonmember objectors, with reasonable promptness after receiving this information, challenge the dues reduction calculation for any such accounting period, process such challenge as it would otherwise have done in accordance with the principles of *California Saw & Knife*, 320 NLRB 224 (1995).
- (b) Within 14 days of service by the Region, the Respondent will post at its office at 5620 St. Barnabas Road, Suite 314, Oxon Hill, Maryland, copies of that attached notice marked Appendix A. Copies of the notice, on forms provided by the Regional Director for Region Five, after being signed by the Respondent's authorized representative, shall be posted by the Respondent and maintained for 60 consecutive days in conspicuous places including all places where notices to employees and members are

customarily posted. In addition to physical posting of paper notices, the notices shall be distributed electronically, by posting on the Respondent's internet site home page at www.nuspoa.org. Reasonable steps shall be taken by the Respondent to ensure that the notices are not altered, defaced, or covered by any other material. Further, if the Respondent maintains bulletin boards at the facility of the Employer where the alleged unfair labor practices occurred, the Respondent shall also post Notices on each such bulletin board during the posting period. The Regional Director will send copies of the signed Notices to the Employer whose employees are involved in this case, and request that the Notices be posted in prominent places in the Employer's facility for 60 consecutive days from the date of posting.

- (c) Within 21 days after service of this order by the Region, file with the Regional Director for Region 5 a sworn certification by a responsible Respondent official attesting to the steps that the Respondent has taken to comply.

APPENDIX A**NOTICE TO EMPLOYEES AND MEMBERS**

**Posted by Order of the
National Labor Relations Board
An Agency of the United States Government**

**PURSUANT TO A STIPULATION PROVIDING FOR A BOARD ORDER
AND A CONSENT JUDGMENT OF ANY APPROPRIATE
UNITED STATES COURT OF APPEALS**

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain on your behalf with your employer
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities

WE WILL NOT fail or refuse to provide to nonmember objectors our expenditure information that has been verified by an independent auditor.

WE WILL provide Ayodele Awowale with information concerning our 2014 expenditures that has been verified by an independent auditor.

WE WILL NOT in any like or related manner restrain or coerce you in the exercise of the rights guaranteed you by Section 7 of the Act.

UNITED SECURITY & POLICE OFFICERS OF AMERICA

The Board's decision can be found at www.nlrb.gov/case/05-CB-172609 or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half St., S.E., Washington, D.C. 20570, or by calling (202) 273-1940.

